

Internationally Educated Nurse Assessment Policy

1. Purpose

The objective of this policy is to outline the SALPN's assessment process for Internationally Educated Nurses (IENs).

2. Policy

In alignment with the SALPN's mandate of public protection, admission requirements aim to ensure that all potential LPNs licensed in Saskatchewan meet the obligations associated with entrance to the profession. Entrance to the profession requirements are outlined in the SALPN's legislation and regulations. The SALPN will assess IEN applicants and determine their eligibility for licensure as a Licensed Practical Nurse in Saskatchewan.

3. Authority

The Licensed Practical Nurses Act, 2000
[The SALPN Regulatory Bylaws](#)

4. Procedure

Before applying to the SALPN, IENs must first complete an assessment with the National Nursing Assessment Service and be issued with an NNAS Advisory Report. Once an application is received, the SALPN will conduct a secondary assessment using the information provided in the NNAS Advisory Report and the applicant's application information.

In this secondary assessment, the SALPN will consider the applicants':

- NNAS Entry to Practice Curricular Comparison and Summary of Dimension Requirements
- NNAS education breakdown by subject area
- Nursing practice history or date of nursing program graduation
- Nursing registration history
- English language proficiency
- Criminal record status

Comparable NNAS Evaluation

If the applicant meets all other registration requirements and their NNAS evaluation is **Comparable**, the SALPN Registrar will recommend writing the next available Canadian Practical Nurse Registration Examination (CPNRE).

Somewhat Comparable NNAS Evaluation

If the applicant meets all other registration requirements and their NNAS evaluation is **Somewhat Comparable**, the SALPN Registrar will complete an assessment of the Dimension Summary and Education Breakdown by Subject Area portions of the Advisory Report. If gap training is an option for the applicant and the appropriate nursing courses are available, the Registrar will recommend nursing education to bridge the gaps. The recommended courses may be available through formal educational institutions such as Saskatchewan Polytechnic, or informal settings like online learning and may not have a fee associated with them. Corresponding course fees are the responsibility of the applicant.

Although not an exhaustive list, some examples of recommended courses include:

Formal

- Roles, Responsibilities and Ethics of the LPN: Saskatchewan Polytechnic
- Health Assessment: Saskatchewan Polytechnic
- IV Initiation/Blood and Blood Products: Saskatchewan Polytechnic
- Health Record Documentation: Saskatchewan Polytechnic

Informal

- Courses by John Collins
- Courses by the National Council of State Boards of Nursing (NCSBN)
- Code of Ethics: Online Learning
- Nursing Documentation: Online Learning

Non-Comparable Evaluation

The SALPN Registrar considers all applicants with a **Non-Comparable** NNAS Evaluation to have too many educational gaps to remediate. The Registrar will recommend applicants with a non-comparable report for enrollment in a Canadian Practical Nurse Education Program, an out-of-province LPN refresher/bridging program, or suggest they have their NNAS assessment evaluated by another Canadian LPN regulator.

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Department responsible for review: Registration and Licensure

Policy: *The SALPN is mandated through the Licensed Practical Nurses Act 2000 to regulate the profession of Practical Nursing according to its Bylaws, Standards of Practice, and Policies in a manner that protects the public from risk and reduce harm to those a profession serves.*